

502 KAR 45:145. Merit Award Program.

RELATES TO: KRS 16.040, 16.080

STATUTORY AUTHORITY: KRS 16.080(1)

NECESSITY, FUNCTION, AND CONFORMITY: KRS 16.040 and 16.080 authorizes the commissioner to promulgate administrative regulations relating to the compensation of officers. This administrative regulation establishes the Merit Award Program for officers of the Department of State Police.

Section 1. (1) Merit awards shall be made by:

(a) The payment of a lump sum equal to two (2) percent of an officer's annual salary; or

(b) An award of forty (40) hours of annual leave.

(2) Payment of the lump sum established by subsection (1) of this section shall be made if the commissioner determines that surplus funds are:

(a) Available; and

(b) Not required for expenditures necessary for the operation of the department.

Section 2. If the commissioner has determined that a merit pay award may be made, an officer shall be eligible for a merit award if he has met the following standards:

(1) Attainment of physical fitness standards.

(2) No more than one (1) accident during the twelve (12) month period involving a state police vehicle in which the officer was at fault.

(3) No disciplinary action resulting in an official written reprimand, reduction in pay or grade, or involuntary suspension from duty with or without pay.

(4) No more than forty (40) sick hours taken during the twelve (12) month period, excluding absences due to duty related injuries.

(5) An officer shall have received an overall average rating of "above standard" (ninety (90) percent or more) on the officer inspection reports completed during each twelve (12) month evaluation period.

Section 3. An officer shall be eligible for only one (1) merit award in a twelve (12) month period. (22 Ky.R. 1004; Am. 1306; eff. 1-8-96; 24 Ky.R. 759; 1076; eff. 11-14-97.)